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Exam : **M2035-725**

Title : IBM Kenexa Talent
Acquisition Sales Mastery
Test v1

Vendor : IBM

Version : DEMO

NO.1 Which of the following is an important market differentiator of Kenexa's Applicant Tracking System?

- A. Applicant Ranking
- B. OFCCP Compliance and EEO-1 reporting
- C. Integrated social sourcing
- D. Integrated job description database

Answer: C

NO.2 According to the audio recording, what key trend influences why organizations choose both an Applicant Tracking System and an Onboarding system?

- A. Retiring home-grown systems
- B. HR Transformation
- C. Sourcing -proactive pipelining of candidates for critical job families
- D. Moving away from HRIS onboarding solution

Answer: C

NO.3 What is the typical implementation time for a 2x BrassRing System?

- A. 8 weeks-12 months
- B. 1 month -6 months
- C. 2 weeks -3 months
- D. 6 months -1 year

Answer: C

NO.4 According to the audio recording, what factors contribute to calculating turnover cost associated with a bad hire?

- A. Finding and hiring a new employee, onboarding and training them, and the time it takes for them to ramp up.
- B. Hiring, onboarding and training a new employee
- C. Finding and Hiring a new employee
- D. Finding and Hiring a new employee, and the time it takes for an employee to ramp up.

Answer: A

NO.5 According to the audio recording, which of the following client business challenges might signal a recruiting opportunity?

- A. Integrating new employees from a recent acquisition
- B. Developing a compensation strategy to attract the right talent
- C. The need to rapidly onboard new employees
- D. Poor employee retention rates

Answer: D